## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Bureau of Land Management:BLM (and below)

For 3rd Quarter 2021 for period ending June 30, 2021

			Co	mparat	ive Dat	a		
<b>Complaint Activity</b>	Pr	evious	Fiscal `	Year D	ata	2021Th06-20		
	2016	2017	2018	2019	2020	2021Thru06-30		
Number of Complaints Filed	55	47	85	48	1	31		
Number of Complainants	54	46	75	45	1	29		
Repeat Filers	1	1	9	3	0	2		
Campleints by Davis				Compa	arative	Data		
Complaints by Basis		Prev	vious F	iscal Y	ear Dat	a		
Note: Complaints can be filed						2021Thm:06		

Complaints by Posis			Com	parati	ve Dat	ta
Complaints by Basis	Pre	vious l	Fiscal	Year I	<b>Data</b>	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru06- 30
Race	14	14	22	10	9	10
Color	2	6	7	5	4	3
Religion	2	3	6	3	1	1
Reprisal	26	24	35	23	18	17
Sex	25	22	34	23	17	14
PDA	0	0	0	0	1	1
National Origin	9	7	17	6	2	6

Equal Pay Act	0	0	0	1	0	1
Age	14	16	27	23	16	13
Disability	23	20	36	12	15	15
Genetics	0	0	2	0	0	0
Non-EEO	0	2	4	1	1	0
			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious I	Fiscal `	Year I	)ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru06- 30
Appointment/Hire	8	3	10	7	7	7
Assignment of Duties	6	0	7	6	3	1
Awards	0	0	1	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	0	0	0	0	0
Reprimand	1	0	3	1	1	3
Suspension	2	3	5	2	3	3
Removal	0	0	4	2	1	1
Other	0	0	0	0	0	0
Duty Hours	1	1	1	0	1	0
Perf. Eval./ Appraisal	6	2	2	4	6	4
Examination/Test	0	0	2	0	0	1
Harassment						
Non-Sexual	23	26	36	30	17	19
Sexual	3	3	5	0	2	2
Medical Examination	0	1	0	0	0	0
Pay including overtime	1	1	1	3	0	4
Promotion/Non-Selection	3	6	8	4	5	4
Reassignment						

Denied		2	0	0	0	1	0
Directed		2	1	1	2	3	1
Reasonable Accommodation I	Disability	5	1	12	5	4	5
Reinstatement		0	0	0	0	0	0
Religious Accommodation		0	0	0	0	0	0
Retirement		0	0	2	2	1	2
Sex-Stereotyping		0	0	0	0	0	0
Telework		3	1	1	0	1	3
Termination		1	2	17	2	8	3
Terms/Conditions of Employn	nent	5	7	6	6	5	5
Time and Attendance		1	1	1	1	2	2
Training		2	1	4	2	2	1
Other							
User Defined - Other 1		0	0	0	0	0	0
User Defined - Other 2		0	0	0	0	0	0
User Defined - Other 3		0	0	0	0	0	0
User Defined - Other 4		0	0	0	0	0	0
			Con	ıpara	tive	Data	
<b>Processing Time</b>	P	revious	Fiscal	Year	Dat	a	2021Thru06-
	2016	2017	2018	20	19	2020	30
Complaints pending during fis	cal year						
Average number of days in investigation	173.09	194.34	186.24	1 211	.80	220.00	197.56
Average number of days in final action	41.25	69.43	75.62	37.	.97	0	97.81
Complaint pending during fisc	al year v	vhere he	aring w	as rec	quest	ted	
Average number of days in investigation	166.39	199.30	201.26	5 231	.16	257.00	183.10
Average number of days in final action	24.27	91.90	71.67	27	.24	0	21.38
Complaint pending during fisc	al year v	vhere he	aring w	as no	t req	uested	

Average number of days in investigation	183.6	9 1	87.	50	180	).06	5 19	97.	61	201	1.50	1	75.69					
Average number of days in final action	57.33	3	44.8	38	94	.06	5	1.5	50		0	1	22.00					
						C	om	paı	rati	ve 1	Data							
Complaints Dismissed by Agency	ts Dismissed by Agency  Comparati Previous Fiscal Year D 2016   2017   2018   2019						r D	ata		2021	Thru06-							
B 1		<b>20</b> 1	16	20	17	20	18	2	019	20	020		30					
Total Complaints Dismissed b Agency	y	7		2	,	1	.1		5		1		2					
Average days pending prior to dismissal		89.	43	121	1.5	118	3.36	9	2.6	2	96		144					
Compla	ints W	ith	ithdrawn by Compla						an	ts								
Total Complaints Withdrawn b Complainants	ру	3 2 5 1 5 1								1								
						(	Con	ıpa	rat	ive	Data	ata						
Total Final Agency Actio	ons	Previous Fiscal Year Data 2021Thru06																
Finding Discrimination		2	016	2	017	20	018	20	019	20	020		30					
		#	%	#	%	#	%	#	%	#	%	#	%					
Total Number Findings		0		0		0		0		3		3						
Without Hearing		0	0	0	0	0	0	0	0	1	33	3	100					
With Hearing		0	0	0	0	0	0	0	0	2	67	0	0					
Findings of Discrimination	o <b>n</b>					(	Com	ıpa	rati	ive	Data	ì						
Rendered by Basis			Pr	evi	ous	Fis	cal	Ye	ar l	Dat	a	2021	Thru06-					
Note: Complaints can be filed		20	)16	20	)17	20	18	20	)19	2	020		30					
alleging multiple bases. The su the bases may not equal total complaints and findings.	ım of	#	%	#	%	#	%	#	%	#	%	#	%					
<b>Total Number Findings</b>		0		0		0		0		3		3						
Race		0	0	0	0	0	0	0	0	1	33	0	0					
Color		0	0	0	0	0	0	0	0	1	33	0	0					
Religion		0	0	0	0	0	0	0	0	0	0	0	0					
Reprisal		0	0	0	0	0	0	0	0	1	33	2	67					

				0						<b>67</b>		67
Sex	0	0	0	0	0	0	0	0	2	67	2	67
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	1	33	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	33	0	0
Disability	0	0	0	0	0	0	0	0	2	67	1	33
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
indings After Hearing	0		0		0		0		2		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	50	0	0
Sex	0	0	0	0	0	0	0	0	1	50	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	50	0	0
Disability	0	0	0	0	0	0	0	0	2	100	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
indings Without Hearing	0		0		0		0		1		3	
Race	0	0	0	0	0	0	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	1	100	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	2	67
Sex	0	0	0	0	0	0	0	0	1	100	2	67
			$\vdash$		$\square$		_					<u> </u>

National Origin	0	0	0	0	0	0	0	0	1	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	33
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
						Con	npa	rat	ive	Data		
Findings of Discrimination		Pr	evi	ous	Fis	scal	Ye	ar I	Dat	a	2021	Thru06-
Rendered by Issue	20	)16	20	)17	20	)18	20	19	20	020		30
	#	%	#	%	#	%	#	<b>%</b>	#	%	#	%
Total Number Findings	0		0		0		0		3		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	33	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	1	33	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	1	33
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0

Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	33	1	33
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	1	33
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	1	33
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		2		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	1	50	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0

Other         0 <th>Removal</th> <th>0</th>	Removal	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	Other	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Harassment   Non-Sexual   O   O   O   O   O   O   O   O   O	Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Sexual         0 <td>Harassment</td> <td></td>	Harassment												
Medical Examination         0	Non-Sexual	0	0	0	0	0	0	0	0	1	50	0	0
Pay including overtime         0	Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection         0	Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Denied	Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Denied	Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Directed	Reassignment												
Reasonable Accommodation Disability         0	Denied	0	0	0	0	0	0	0	0	0	0	0	0
Disability  Reinstatement  0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Directed	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation         0		0	0	0	0	0	0	0	0	0	0	0	0
Retirement         0	Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping         0	Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Telework	Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination         0 <th< td=""><td>Sex-Stereotyping</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></th<>	Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment         0 <td< td=""><td>Telework</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></td<>	Telework	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	Termination	0	0	0	0	0	0	0	0	0	0	0	0
Training         0<	Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define         User Defined - Other 1       0	Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1         0	Training	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2         0	Other - User Define												
User Defined - Other 3	User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
	User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
	User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	0		0		0		0		1		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	1	33
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	1	100	1	33
Reassignment											•	
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	1	33
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0

Telework	0	0	0	0	0	0	0	0	0	0	1	33
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
		Comparative Da								ta		
Pending Complaints Filed in Previous Fiscal Years by Status		P	re	viou	ıs I	isca	al Y	Year	· D	ata	2021	Thru06-
Trevious Fiscar Tears by Status		20	16	201	17	201	8	201	9	2020	-	30
Total complaints from previous Fisc Years	al	30	0	39	)	37	,	52		52		38
Total Complainants		20	6	35	5	35	5	48		47		34
Number complaints pending												
Investigation		C	)	0		0		0		0		1
ROI issued, pending Complainant's action		C	)	0	0			0		0	0	
Hearing		2	7	37	7	35	5	46		49		33
Final Agency Action		3	}	2		2		6		3		4
Appeal with EEOC Office of Federal Operations		24	4	12	2	8		14		9		9
						Co	m	para	ati	ve Da	ta	
<b>Complaint Investigations</b>		F	re	viou	ıs I	Fisca	al Y	Year	· D	ata	2021	Thru06-
		20	16	201	17	201	18	201	9	2020		30
Pending Complaints Where Investigations Exceed Required Tim Frames	ie	C	)	0		1		0		0		0